A Weekly Update
For The Employees of
North Central Health Care

“Casual for a Cause” - Submitted by Gina Woodward, Patient Accounts

NEWS YOU CAN USE

WEEKLY CONNECTION WITH MICHAEL LOY
I invite you to join our NCHC social media pages online for a great photographic tour of the newly renovated Merrill Center. Thank you to all those on our NCHC team who worked hard to continue to provide high quality services to our Lincoln County residents during this renovation period these last few months. Your efforts do not go unnoticed. Also, a big thanks to all those who joined our team in Merrill this week for the Open House. Make it a great day.

Check Out the Full Photographic Tour on Facebook!

Casual for A Cause .......... 2
Raising Almost $300 this Week!

Big Shout Out from Transportation .......... 3

Flu Shot Updates! ...... 4-5
Who, When, Where & WHY!

Employee Partnership Survey ................. 6
Have You Completed Your Survey?

What’s For Lunch? ........ 8

ADMINISTRATOR ON-CALL
x4488 or 715.848.4488
In the event of Phone System Outage, reference the O:drive “On-Call Information Folder” for Schedule and Cell Phone #s.

Monday, Oct. 1 – Sunday, Oct. 7

Michael Loy

Shandah Stewart, Outpatient Services Antigo Center

Why: Always helping find records in paper charts, especially during busy times of the day!

Submitted By: Kelly Pearson
PHOTO OF THE WEEK
Submit A Great Photo From Your Week!
Submit your photo and description to: Email: jmeadows@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting. Please remember! To protect the privacy of our patients, clients and residents, photos are not to be taken of any of those we serve without written permission.

CASUAL FOR A CAUSE!
Thank You to All Those Who Donated!
On September 27, NCHC staff went Casual for a Cause. Staff were able to wear casual clothes if they gave any sized donation to the Walk to End Alzheimer’s. In return, they received a sticker to wear (right) that helped to promote a discussion about the Walk to End ALZ and also how people could participate in this weekend’s event. Thank you to all those who donated and participated. The team was able to raise almost $300 for the NCHC Walk to End ALZ Team!

PLT CASH OUT CHANGES
Updates from Human Resources
The following information will address modifications to the “PLT Cash-Out Policy” due to compliance requirements of the IRS (Internal Revenue Service).
Employees will still be able to cash out their PLT to avoid losing any unused hours, however the election will be moved to December of each year with the pay out being paid on the last paycheck of the following January. This will allow employees to have a better idea of what exactly they will have in their PLT Banks and what will be subject to being over the max allowed and forfeited.
This change is effective for implementation this year; therefore the September 2018 election will be moved to December of 2018 for pay out in January of 2019.
NOTE: Please be advised that if your balances are over the 240 hours maximum carry over with the 40 PLT Cash-Out, you will need to plan to use these hours prior to year-end.
If this causes an employee undue hardship, please contact Chris Bleck, Human Resources Manager or Lynn Wengelski, Benefits/Compensation Analyst, for alternative options. (This memo was sent out to all-staff via email on September 12, 2018)
Do you know of someone who is in need of transportation to get to and from work? Wheels to Work may be able to help with our new voucher program.

People eligible for this program must meet the following qualifications:

- Be at or below 150% of the Federal Poverty Level.
- Have a job or a valid job offer.
- Be willing to take a Budgeting class. (Must be completed before vouchers can be given.)
- Supply schedules to verify work days and hours.
- Must be living and working in the Wausau area.
- Up to $15 per trip/$30 round trip max. (Participant pays the difference directly to the taxi company during the ride.)

Laura Krause – Wheels to Work Mobility Manager  (715)803-6693 lkrause@fsc-corp.org

Thank you to everyone who participated in the 2018 NCHC ROADeo on September 7 and 21. During those two days, we ran 160 people through either the two or four hour course. This was made possible by the following staff through their hard work and dedication to this event:

**Our Evaluators:**
Mike Brundidge, Safety  
Lori Kuklinski, Transportation  
Jeff Leder, Transportation  
David Schroeder, Transportation  
Christy Klobucnik, Transportation

**Communications for their assistance in signage:**
Jessica Meadows  
Angela Parker-Jensen

**Dietary for their lunch help:**
Jen Gorman  
Kristy Lemmer

**Transportation staff for filling in and picking up the slack in the absence of the evaluators:**
Allen Post  
Mark Timken

**Housekeeping staff and the grounds guys for equipment moving and “logisticizing”**.

We will be distributing cards to the individuals that passed the courses. There were a few people that we will be in contact with to talk about some additional training this winter. We will be doing an abbreviated ROADeo in Merrill and Antigo in October and another full ROADeo in the spring for those that could not make the sessions that we had this month.

If you have any comments or suggestions to improve this event, please call me x5101. Thanks Again! –Jenny McKenzie

Give someone a big shout out and thank them for their Person-Centered Service!

Send your SHOUT OUTS to jmeadows@norcen.org.

See next page for all NCHC Employee Flu Shot Requirements!
2018 INFLUENZA VACCINATIONS REQUIREMENTS BY ALL NCHC STAFF
Please read all information below and attachments
SENT VIA EMAIL. Action is required.

1. All NCHC employees are required to complete the Annual Employee Health Questionnaire (attached in email) and receive an Influenza Vaccination by November 1st, 2018.
2. The forms sent to you via email are fillable. Please complete and print off both before attending an Employee Update Session or prior to receiving influenza vaccine. The Vaccine Information Sheet (VIS) is for your information only and does not need to be printed.
3. Employees that DO NOT complete, by November 1st, 2018 are to be removed from the schedule until both items have been completed and this can also affect your Performance Evaluation Merit Increase.
4. Employees that are unable to receive the vaccination due to religious beliefs or medical exemptions, please contact Renee Erickson during her flu shot office hours. (Please see below)
5. If your program is listed below, please see the designated person for your flu shot.
   - ADS/Pre-Voc./Group Homes........... Jenni Kessen, RN
   - BHS/Crisis/MMT.......................... Trina Sorce, Nurse Manager
   - Community Treatment/Outpatient Services
     ........................................... Linda Handrick, Nurse Manager
   - Nursing Home (MVCC)................. Amicie Muraski, RN
     Cheryl Rye, Nurse Manager
     Deana Johnson, PM Supervisor
     Natasha Sayles, Nurse Manager
6. Employees that have received the Influenza vaccination from another provider MUST PROVIDE documentation. The Employee Health Questionnaire will still need to be completed and returned to either, Renee Erickson, Employee Health Nurse or your Program Manager.

RENEE’S FLU SHOT OFFICE HOURS
Monday, October 1st.............10:00 a.m. – 12:00 p.m.
Tuesday, October 2nd............10:30 a.m. – 11:30 a.m.
                            2:30 p.m. – 3:30 p.m.
Wednesday, October 3rd........1:00 p.m. – 2:00 p.m.
Thursday, October 4th...........1:00 p.m. – 3:00 p.m.
Friday, October 5th..............11:00 a.m. – 1:30 p.m.

INFLUENZA VACCINATIONS HAVE BEEN ADMINISTERED TO NCHC STAFF!
THAT’S 46% OF OUR TEAM!

September 2018
Employee of the Month
★★★★★
JENNIFER JACOBSEN
Therapist, Outpatient Services

Congratulations to Jennifer Jacobsen for being recognized as our September Employee of the Month! Jennifer has been with North Central Health Care for almost four years as a Therapist in Outpatient Services at the Wausau Campus. Jennifer goes above and beyond to help with covering the therapy needs of Outpatient, and is always one of the first to volunteer to help out in the other counties. During staff shortages, she has helped in many ways by serving the Medicare population in Lincoln County, filling in for our Substance Abuse Day Treatment program, and most recently has offered to help with Mental Health coverage at the Marathon County Jail – just to name a few. Jennifer approaches situations with an open mind and is non-judgmental which has been observed in difficult client encounters. Her dignity certainly stands out in the work she does with her wide range of clients, and outstanding person-centered service seems to come natural. Jennifer is an asset to our team and to the clients, and communities that we serve.

Congratulations Jennifer!

“Jennifer approaches situations with an open mind and is non-judgmental which has been observed in difficult situations.”

get your flu shot here!
ALL EMPLOYEES HAVE UNTIL NOV. 1 TO GET THEIR FLU SHOT!
**WELLNESS CORNER**

**Flu Shot 101**

**Does the Flu shot make you sick?**

According to the Centers for Disease Control and Prevention (CDC) the Flu Vaccine injection does not make you get the Flu. The injection that is given contains a weaker killed virus of the influenza virus in order for you to make antibodies. Antibodies are chemical in the blood that protects you from infections. They are developed when you are exposed to something that the body sees as foreign. It makes these antibodies that develop a memory of the invader the next time it is seen. Then the Antibodies attack it so that you don’t get as sick or you may not get sick at all when exposed.

**Why do some people not feel well after getting the seasonal flu vaccine?**

Some people report having mild reactions to flu vaccination. The most common side effects from flu shots are soreness, redness, tenderness or swelling where the shot was given. Low-grade fever, headache and muscle aches also may occur. If these reactions occur, they usually begin soon after the shot and last 1-2 days. In randomized, blinded studies, where some people get inactivated flu shots and others get salt-water shots, the only differences in symptoms was increased soreness in the arm and redness at the injection site among people who got the flu shot. There were no differences in terms of body aches, fever, cough, runny nose or sore throat.

Side effects from the nasal spray flu vaccine (which is the live virus of influenza) may include: runny nose, wheezing, headache, vomiting, muscle aches, fever, sore throat and cough. If these problems occur, they usually begin soon after vaccination and are mild and short-lived. The most common reactions people have to flu vaccines are considerably less severe than the symptoms caused by actual flu illness.

**What about people who get a seasonal flu vaccine and still get sick with flu symptoms?**

There are several reasons why someone might get flu symptoms even after they have been vaccinated against flu.

One reason is that some people can become ill from other respiratory viruses besides flu such as rhinoviruses, which are associated with the common cold, cause symptoms similar to flu and also spread and cause illness during the flu season. The flu vaccine only protects against influenza, not other illnesses.

Another explanation is that it is possible to be exposed to influenza viruses, which cause the flu shortly before getting vaccinated or during the two-week period after vaccination that it takes the body to develop immune protection. This exposure may result in a person becoming ill with flu before protection from the vaccine takes effect. This is another good reason to get the vaccine before the flu season starts.

A third reason why some people may experience flu like symptoms despite getting vaccinated is that they may have been exposed to a flu virus that is very different from the viruses the vaccine is designed to protect against. The ability of a flu vaccine to protect a person depends on the similarity or “match” between the viruses selected to make the vaccine and those spreading and causing illness. There are many different flu viruses that spread and cause illness among people.

The final explanation for experiencing flu symptoms after vaccination is that the flu vaccine can vary in how well it works and some people who get vaccinated may still get sick. But in the long run, those who are given the flu vaccine do not get as sick or remain sick as long as those who do not get the vaccine.

**WELLNESS CORNER**

By Sherry Gatewood, PA

---

**HR insights**

**Position Postings**

<table>
<thead>
<tr>
<th>Title: <em>Certified Nursing Assistant</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>Status: Full-time &amp; Part-time Openings</td>
</tr>
<tr>
<td>Location: Mount View Care Center</td>
</tr>
<tr>
<td>Make a difference in residents’ lives! Bring our nursing home residents hope and cheer. Become part of a team that provides the highest level of rewarding work.</td>
</tr>
</tbody>
</table>

---

**Position Posting**

<table>
<thead>
<tr>
<th>Title: <em>Dietary Aide</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>Status: Limited Part Time and Full Time</td>
</tr>
<tr>
<td>Location: Wausau Campus</td>
</tr>
<tr>
<td>Work involves resident centered meal service, food assembly, dish room assembly, pot-n-pan clean up, as well as general housekeeping tasks.</td>
</tr>
</tbody>
</table>

---

**Do You Know of A Qualified Candidate?**

Refer and earn a $500 Referral BONUS!!

Text “Refer” to 715.598.3663

---

**EMPLOYEE HEALTH & WELLNESS CENTER**

1100 Lakeview Drive, Wausau, WI
North Central Health Care Campus
Door 25

**Schedule an Appointment:**

715.843.1256 or MyAspirus.org

**Clinic Hours**

Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am – 3:00 pm
Thursday: 10:00 am – 6:30 pm
To be successful, North Central Health Care needs to build strong partnerships with each and every employee. Beginning on September 19, each employee will be receiving a confidential survey asking for your perspective on many aspects of working here. You will receive the survey electronically by email.

This is your opportunity to let us know what we’re doing well and what we could do better. Your feedback is important to us. We will listen and we will make improvements based on your confidential response.

Electronic Surveys
For our survey this year, all employees will receive electronic surveys only. Please check your email and take the time to complete this survey within the 2-week time period. The link you receive in your email is your personal link and cannot be shared. All your responses are confidential and McLean & Company do not share individual responses with NCHC; just aggregate data gathered.

Need Assistance?
If you have questions about completing the survey, please check your email and talk with your leaders if you need assistance or have questions.

Check Your Email!
ALL Employee Partnership Surveys will be ELECTRONIC and delivered via email from McLean & Company on September 19, 2018! Computers are available in Organizational Development and Human Resources.

Complete Your Confidential Survey
You have 2 weeks to complete your survey. The link you receive in your email is a personal link and cannot be shared. The survey should take 15-20 minutes to complete. All responses are confidential and McLean & Company does not share individual responses.

Enter to WIN!
All Employees in Departments with 85% or more of staff completing survey by Oct. 3 will be entered into a drawing to win their choice of $20 Gift Card! If Your Department Reaches 85% by September 26, then everyone in your entire department receives DOUBLE entries!

Surveys will be Electronic Only and Emailled to Your @norcen.org Email Address!
This is a copy of the email that will be sent to your @norcen.org email address. It is for your use only and the link only works when clicked directly from your inbox.

All NCHC Employees Complete Your Survey Sept. 19 – Oct. 3

WAUSAU CAMPUS COMPUTER TRAINING LAB SCHEDULE

Employee Engagement Survey Completion

Friday, September 21st.............8:00 a.m. – 4:30 p.m.
Monday, September 24th.........8:00 a.m. – 11:30 a.m.
Tuesday, September 25th.........3:00 p.m. – 4:30 p.m.
Wednesday, September 26th..11:30 a.m. – 4:30 p.m.
Friday, September 28th.........8:00 a.m. – 4:30 p.m.
Monday, October 1st.............8:00 a.m. – 4:30 p.m.
Tuesday, October 2nd.............8:00 a.m. – 4:30 p.m.
Wednesday, October 3rd........8:00 a.m. – 4:30 p.m.

For our survey this year, all employees will receive electronic surveys only. Please check your email:

Check Your Email!
ALL Employee Partnership Surveys will be ELECTRONIC and delivered via email from McLean & Company on September 19, 2018! Computers are available in Organizational Development and Human Resources.

Complete Your Confidential Survey
You have 2 weeks to complete your survey. The link you receive in your email is a personal link and cannot be shared. The survey should take 15-20 minutes to complete. All responses are confidential and McLean & Company does not share individual responses.

Enter to WIN!
All Employees in Departments with 85% or more of staff completing survey by Oct. 3 will be entered into a drawing to win their choice of $20 Gift Card! If Your Department Reaches 85% by September 26, then everyone in your entire department receives DOUBLE entries!

Surveys will be Electronic Only and Emailled to Your @norcen.org Email Address!
This is a copy of the email that will be sent to your @norcen.org email address. It is for your use only and the link only works when clicked directly from your inbox.

All NCHC Employees Complete Your Survey Sept. 19 – Oct. 3

Check Your Email!
ALL Employee Partnership Surveys will be ELECTRONIC and delivered via email from McLean & Company on September 19, 2018! Computers are available in Organizational Development and Human Resources.

Complete Your Confidential Survey
You have 2 weeks to complete your survey. The link you receive in your email is a personal link and cannot be shared. The survey should take 15-20 minutes to complete. All responses are confidential and McLean & Company does not share individual responses.

Enter to WIN!
All Employees in Departments with 85% or more of staff completing survey by Oct. 3 will be entered into a drawing to win their choice of $20 Gift Card! If Your Department Reaches 85% by September 26, then everyone in your entire department receives DOUBLE entries!

Surveys will be Electronic Only and Emailled to Your @norcen.org Email Address!
This is a copy of the email that will be sent to your @norcen.org email address. It is for your use only and the link only works when clicked directly from your inbox.

VWS CAMPUS COMPUTER TRAINING LAB SCHEDULE

Employee Engagement Survey Completion

Friday, September 21st.............8:00 a.m. – 4:30 p.m.
Monday, September 24th.........8:00 a.m. – 11:30 a.m.
Tuesday, September 25th.........3:00 p.m. – 4:30 p.m.
Wednesday, September 27th....11:30 a.m. – 4:30 p.m.
Friday, September 28th.........8:00 a.m. – 4:30 p.m.
Monday, October 1st.............8:00 a.m. – 4:30 p.m.
Tuesday, October 2nd.............8:00 a.m. – 4:30 p.m.
Wednesday, October 3rd........8:00 a.m. – 4:30 p.m.
YOUTH COMMUNITY TREATMENT FUNDRAISER
AUGUST 20 – SEPTEMBER 28
Starla's Seasonings & Mixes

The fundraiser for Community Treatment Youth is wrapping up. Please turn in any order forms that are in other departments to Gail in Community Treatment Office with money by Monday, October at noon. Orders will be distributed end of October.

Marathon County Youth Community Treatment is committed to serving youth with special needs throughout Marathon County by offering a variety of services that allow kids to overcome their challenges & live satisfying lives in the community. With financial support, kids have the opportunities to attend specialized camps, participate in activities and to receive the care they need. Proceeds from each dip sold will go directly to the kids and their families served by Community Treatment.

Starla's Seasonings & Mixes are seasonings mixes and packets that can be used for meat, fish, burgers, vegetables, bread, butter, cheesecake, or even as an easy dip during a holiday party or while tailgating. Starla's Seasonings require no refrigeration prior to being made. Starla's Seasonings & Mixes are seasonings mixes and packets that can be used for meat, fish, burgers, vegetables, bread, butter, cheesecake, or even as an easy dip during a holiday party or while tailgating. Starla's Seasonings require no refrigeration prior to being made.

If you are interested, stop in to the Wausau Campus Community Treatment Main Office kitchen area to view the flavor descriptions or to fill out the order form and pay (cash or check - payable to Gina Lenz). Please note payment must be received prior to order placement. We will be taking 2 waves of orders, the first from August 20 to August 31, and the second from September 1 to September 28. Contact Jennie Comfort at jcomfort@norcen.org with questions.

NEW
Garlic Cheddar Beer Bread
with thick, hearty slices of meat, fish, and veggies. Kids love this bread! This new flavor also makes Garlic Cheddar Cheeseball, cheese crackers, or as a sandwich filling. Perfect for tailgating, parties, or any time you need comfort food.

ZIPPY
Twisted Tomato
Great on fish, chicken, tenders, or as a pizza sauce.

HERBY
Grandma's Garden
A perfect blend of herbs and spices to add flavor to any dish.

Muskadell Harshadish
All in the family can enjoy with a base of rice or noodles.

Citrus Dill
Great for fish, chicken, vegetables, and dipping sauces.

Glorious Garlic
Great for garlic lovers who want a little extra kick.

Buffalo Wing Ranch
Great on pizza, chicken, hamburgers, steaks, and as a dipping sauce.

Peppercorn Ranch
Great for hamburgers, steaks, and grilled chicken.

CHEESY
Cheesy Bacon Ranch
Great for sandwiches, burgers, and any dish that needs a cheese base.

Peasta Parmesan
Great for pastas, salads, and any dish that needs a cheese base.

Pizza
Great for any dish that needs a cheese base.

NEW FLAVOR: Nacho Mama
Cheesy, spicy, and slightly sweet, this blend is perfect for nachos, tacos, and any dish that needs a cheese base.

NEW FLAVOR: Chipotle Cheese
Spicy, cheesy, and slightly sweet, this blend is perfect for any dish that needs a cheese base.

NEW FLAVOR: Cilantro Cheese
Cheesy, spicy, and slightly sweet, this blend is perfect for any dish that needs a cheese base.

SWEET
NEW FLAVOR: Key Lime Pie
A perfect blend of sweet and sour, this blend is perfect for any dish that needs a cheese base.

Cinnamon Apple Spice
Great for apple desserts, cookies, and any dish that needs a cheese base.

NEW FLAVOR: Sweet Strawberry
A sweet combination of strawberry and cream cheese, perfect for any dish that needs a cheese base.

Empty Bowls Raffles
$10 per ticket

#1 18k White Gold Diamond Pendant
Necklace on an 18k White Gold Chain
DONATED BY Jim Keyes
Jeweler
Valued at $1,200

#2 4 Packers / Cardinals Tickets and Tailgate Package
DONATED BY Stew & Tracy Ellen & Kevin and Louise Wolf
Valued at $700

#3 Sony 4K
55” Flat Screen TV
DONATED BY Tony and Jenny Sweeney
Valued at $600

See me to purchase your raffle tickets!

Tickets also available at The Neighbors’ Place:
745 Scott Street, Wausau
Need not be present to win.

Fill this out for a chance to win a gift certificate for the next book fair:

Name: ____________________________

Personal Email: ____________________

Or Address: _________________________

Update me about future public book fairs in this area? Yes or No

This will only be sent two/three times each year.

www.norcen.org • Lives Enriched & Fulfilled.
## WHAT’S 4 LUNCH?

**WAUSAU CAMPUS CAFETERIA**

*Cafeteria Hours: Open 7am – 5:30 pm
A Cashier is on duty from 9:00am – 10:00am, 10:30am – 1:30pm. When a cashier is off duty, an honor system is used for food purchases.*

*Serving Soup, Salad and Lunch Entrée Option Monday – Friday. All hot sandwiches, hot foods and cold bar items are $.35/ounce. Soup: $1.25 Cup | $2.00 Bowl*

### OCTOBER 1 – 5, 2018

<table>
<thead>
<tr>
<th>MON 10/1</th>
<th>Minestrone Soup</th>
<th>Brat on a Bun</th>
<th>Hand Breadcr Boc</th>
<th>Noodles Romanoff</th>
<th>Carrots</th>
<th>Caramel Apple Cookie</th>
</tr>
</thead>
<tbody>
<tr>
<td>TUES 10/2</td>
<td>Tortellini</td>
<td>Chicken Legs</td>
<td>Meatloaf</td>
<td>Harvest Mashed Potatoes</td>
<td>Brussell Sprouts</td>
<td>Harvest Mashed Potatoes</td>
</tr>
<tr>
<td>WED 10/3</td>
<td>Cream of Potato Soup</td>
<td>Meatball Subs</td>
<td>Roast Pork</td>
<td>Mashed Potatoes</td>
<td>Red Cabbage</td>
<td>Baked Custard</td>
</tr>
<tr>
<td>THURS 10/4</td>
<td>Chicken Rice Soup</td>
<td>Gyro on a Pita</td>
<td>Turkey Slice w/ Hollandaise Sauce</td>
<td>Wild Rice</td>
<td>Broccoli</td>
<td>Monster Cookie</td>
</tr>
<tr>
<td>FRI 10/5</td>
<td>French Onion Soup</td>
<td>Tuna Melt</td>
<td>Vegetable Lasagna</td>
<td>Green Beans</td>
<td>Garlic Bread</td>
<td>Carrot Cake</td>
</tr>
</tbody>
</table>

---

**Just in Time for the Holidays! Open a VISA Today!**

Contact Pete or Apply Online @ www.mcecu.org

Peter.Wolf@co.marathon.wi.us
715-261-7685
400 East Thomas Street • Wausau, WI 54403

Proudly Serving NCHC Employees and Their Family Members Since 1965.

www.mcecu.org

---

**UW Center for Tobacco Research and Intervention**

**TREating Tobacco Dependence 2018 Webinar Series for Wisconsin Clinicians**

**How to Use Stories to Help People Quit Tobacco**

**Tuesday Oct. 9, 2018 - Noon to 1 p.m.**

This Oct. 9th webinar explains the elements of a powerful stories, and why storytelling is an effective method to help people make better lifestyle choices, including quitting tobacco.

**Presenters:**

Julie Swanson, founder of What’s Possible Now
Roger Dier, Sr. Outreach Specialist with UW-CTRI

We use Adobe Connect software for our webinars and they are best viewed using Internet Explorer or Mozilla Firefox. Please test your connectivity by clicking here:


After the test, it may ask you to install the Adobe Connect plugin.


No special software needed. Your computer will need to have sound/speakers for you to hear the presentation. Make sure the volume is at an audible level. No registration required. We encourage groups, where possible, to use one log-in and to project the webinar.

Need more information? Contact Roger Dier (920/424-2401) or rjd@ctri.wisc.edu

---

**QuitLine**

800-QUIT-NOW (800-784-6669)